

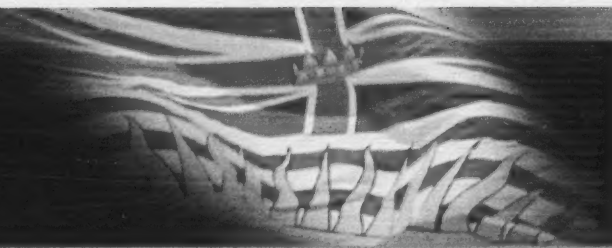
Workforce Profile Report

BC Public Service

August 2013

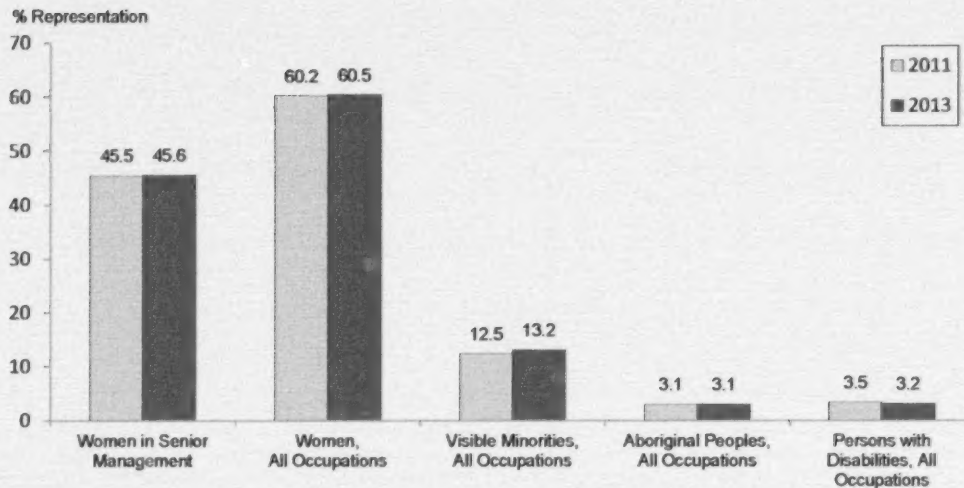


BCStats

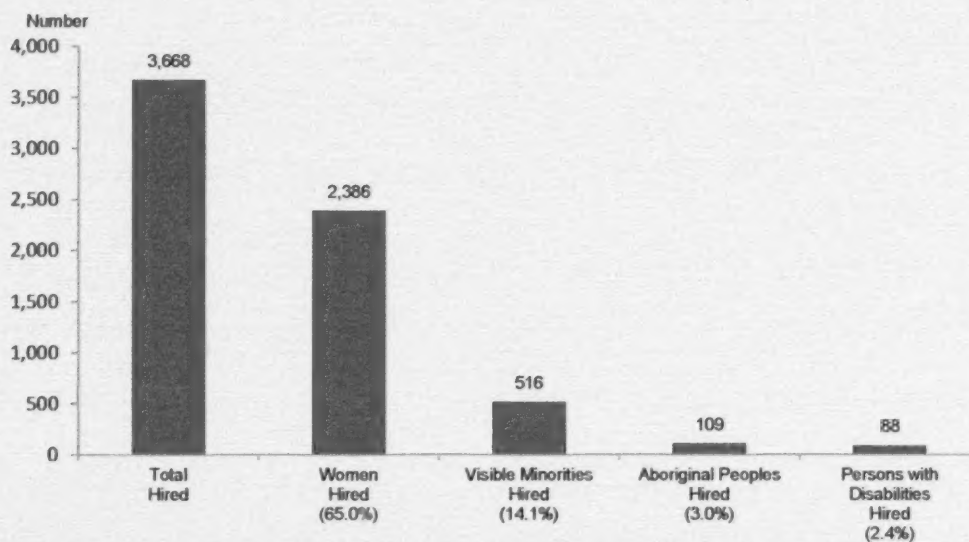


BC Public Service
Indicators of Progress
Regular Employees
(current number of Regular Employees = 23,261)

% Representation by Designated Group

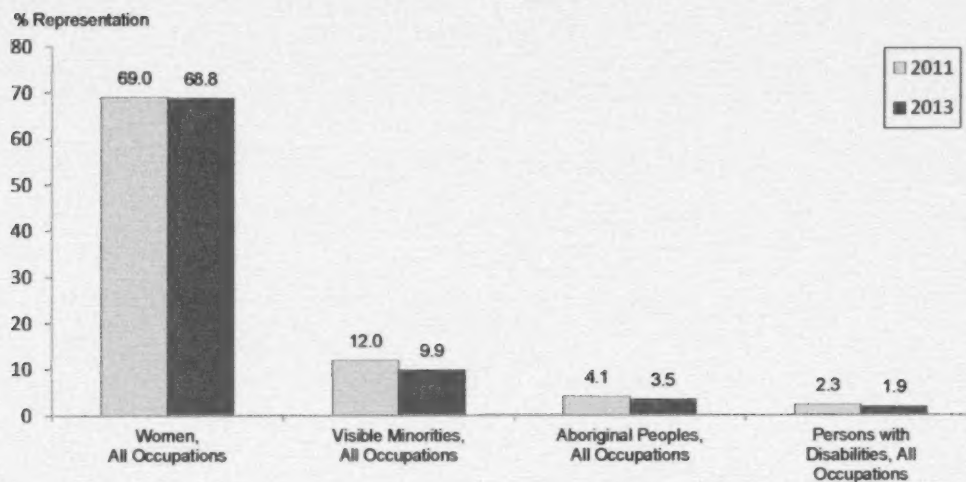


Hiring of Regulars, March 2011 to August 2013

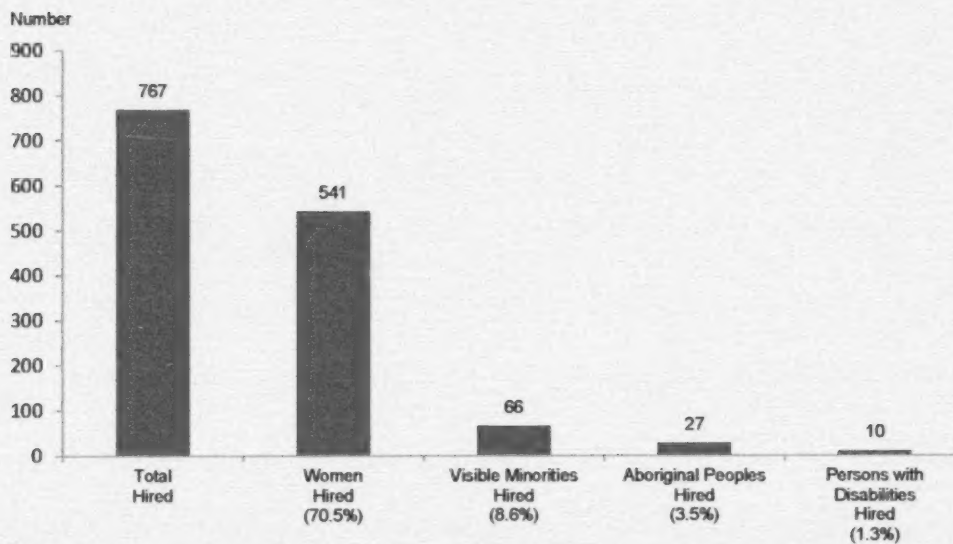


BC Public Service
Indicators of Progress
Auxiliary Employees
(current number of Auxiliary Employees = 1,027)

% Representation by Designated Group



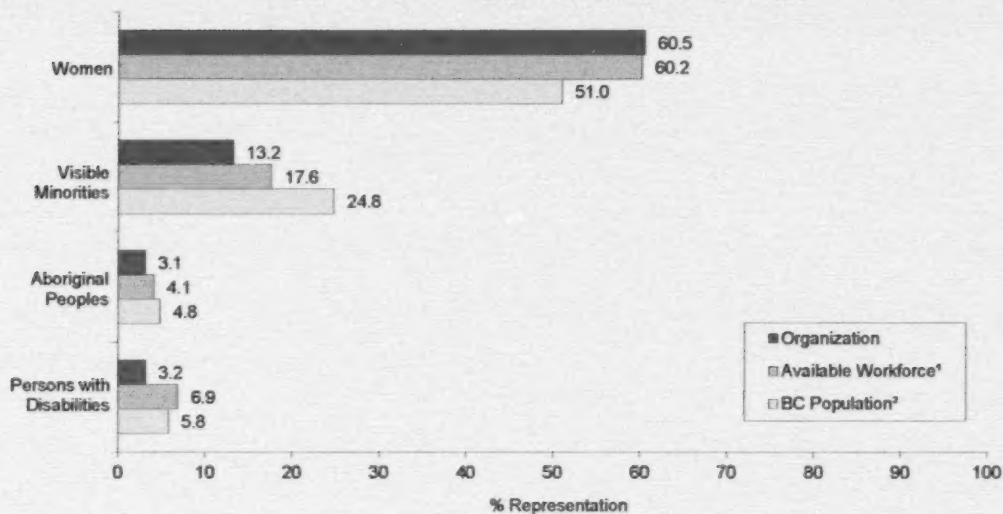
Hiring of Auxiliaries, March 2011 to August 2013



BC Public Service Compared to the BC Workforce and Population

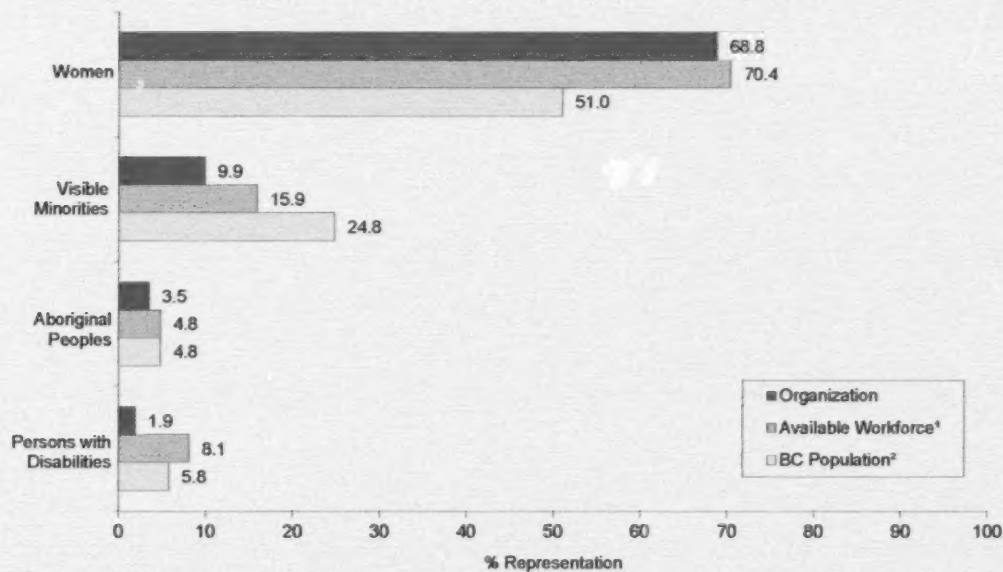
Regular Employees

(current number of Regular Employees = 23,261)



Auxiliary Employees

(current number of Auxiliary Employees = 1,027)



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

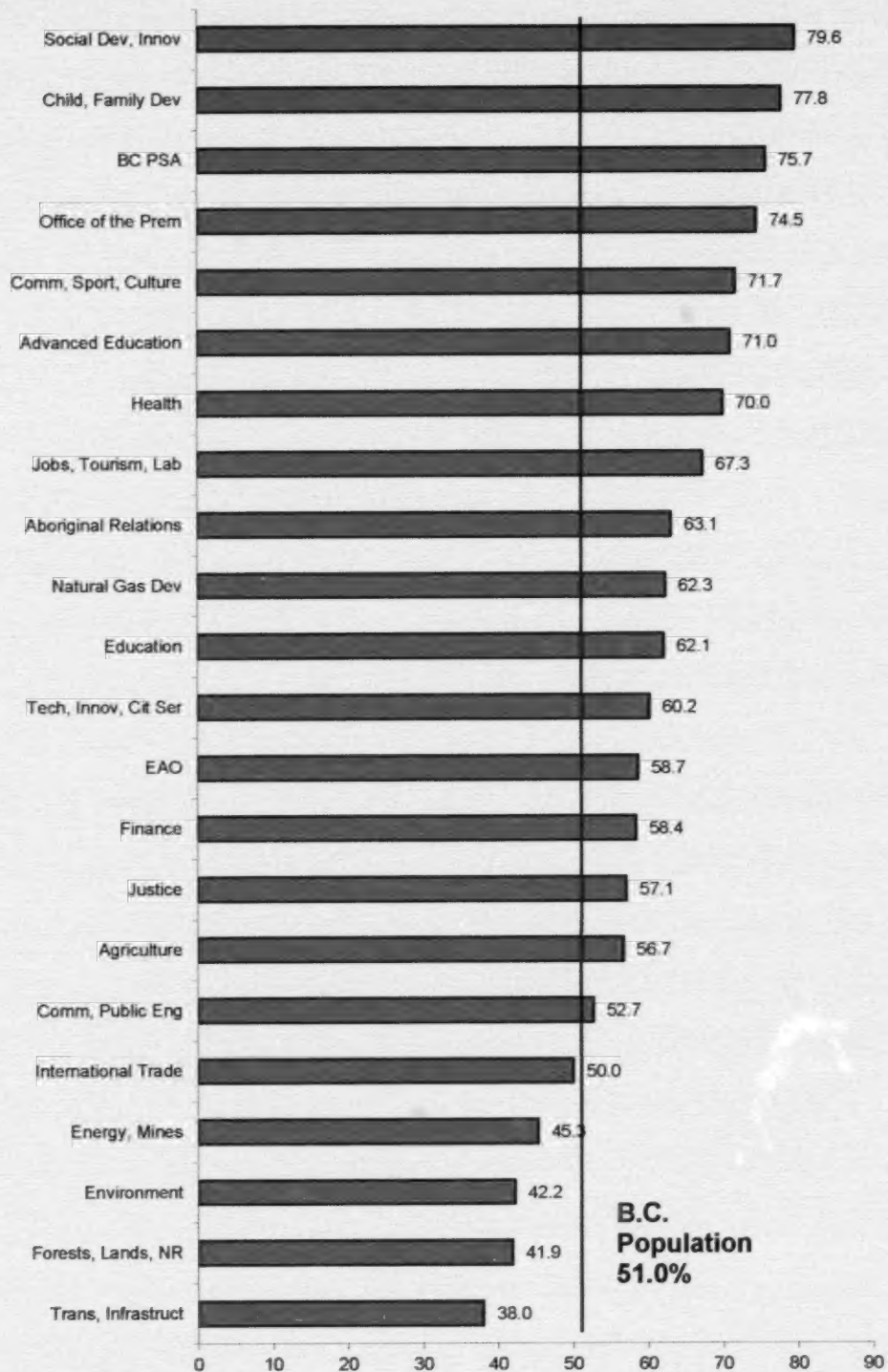
² Statistics Canada, 2006 Census.

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BC Public Service

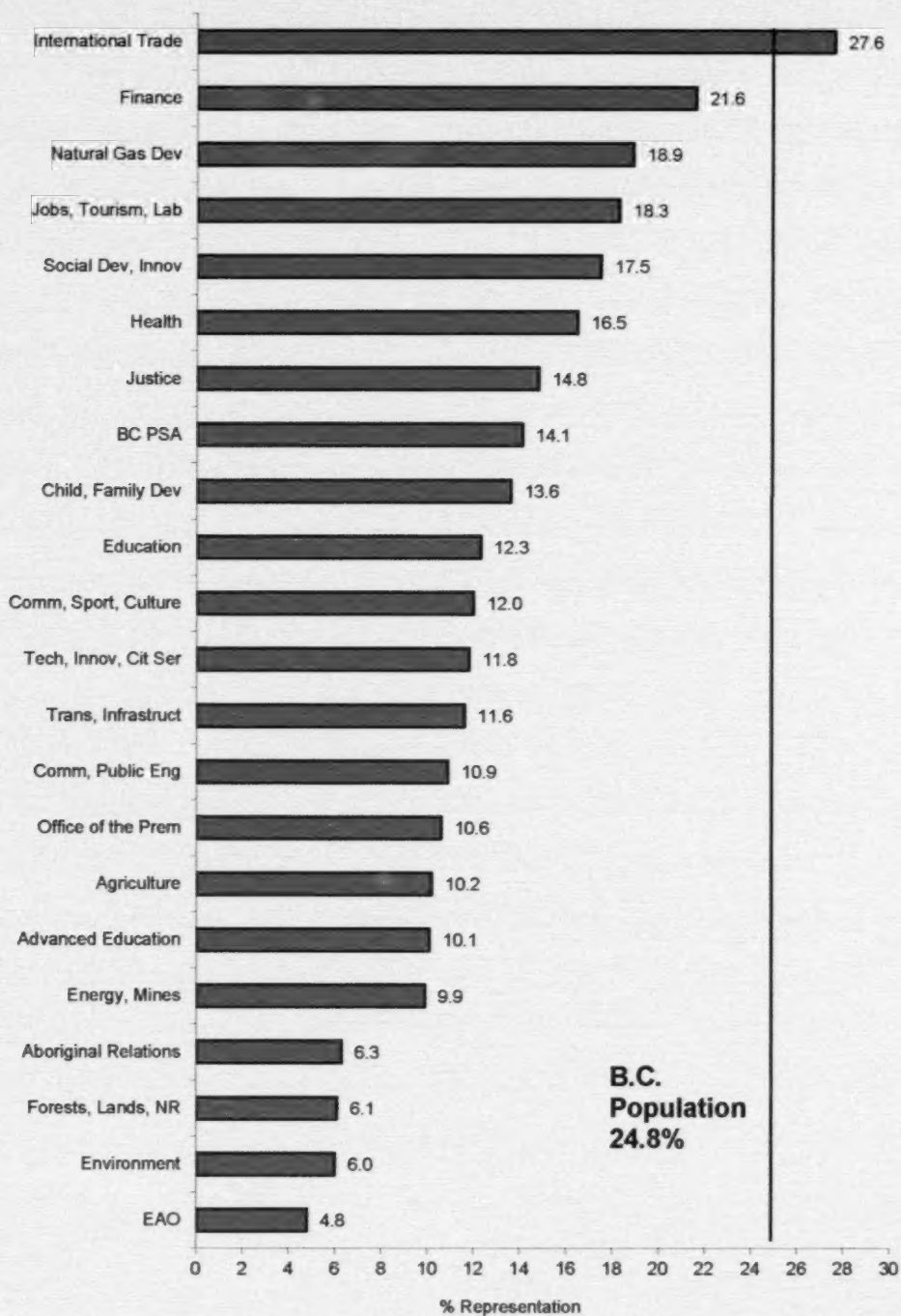
% Representation of women by organization, regular employees



BC Public Service

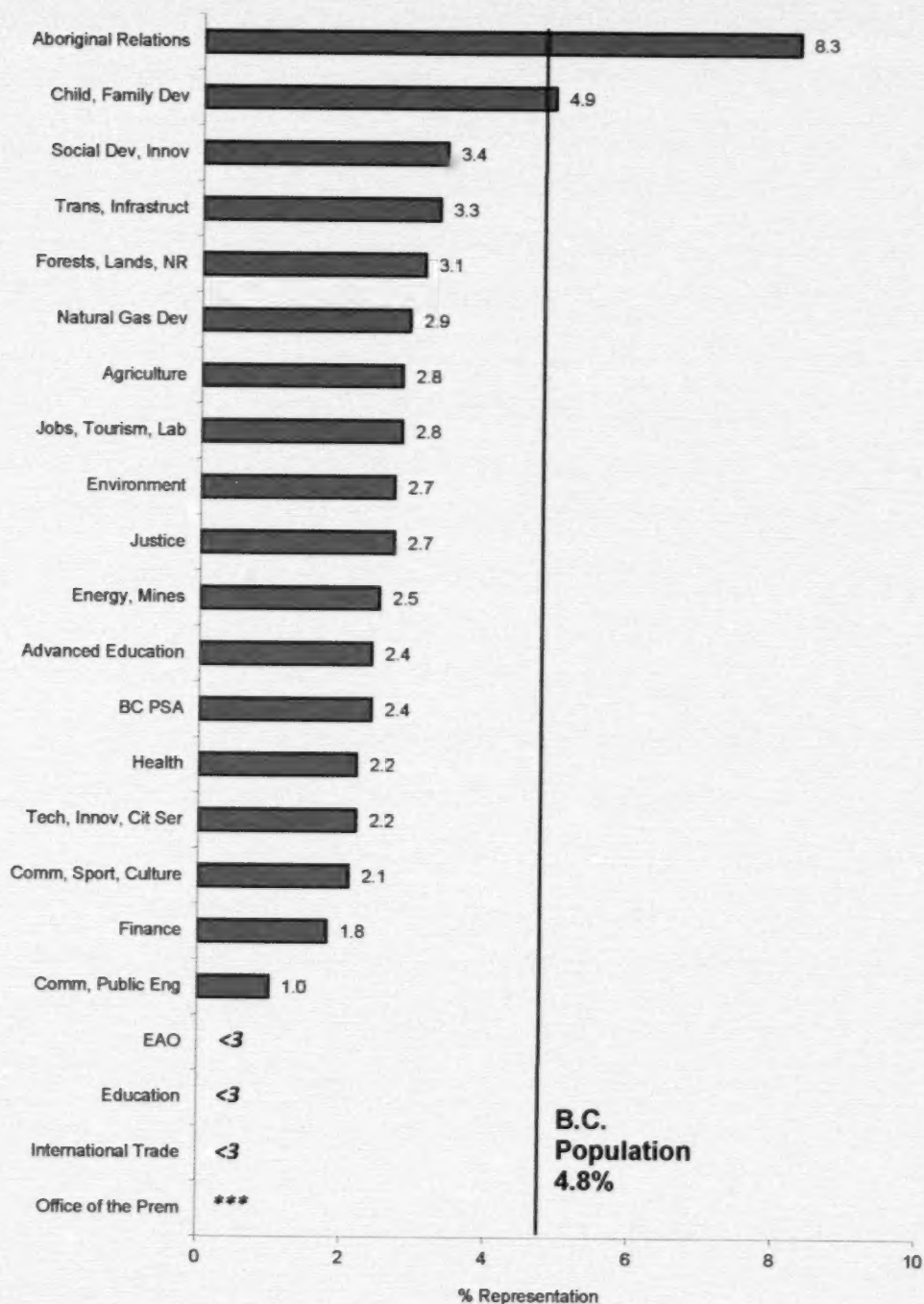
Visible Minorities

% of regular employees who self-identified, by organization



BC Public Service Aboriginal Peoples

% of regular employees who self-identified, by organization

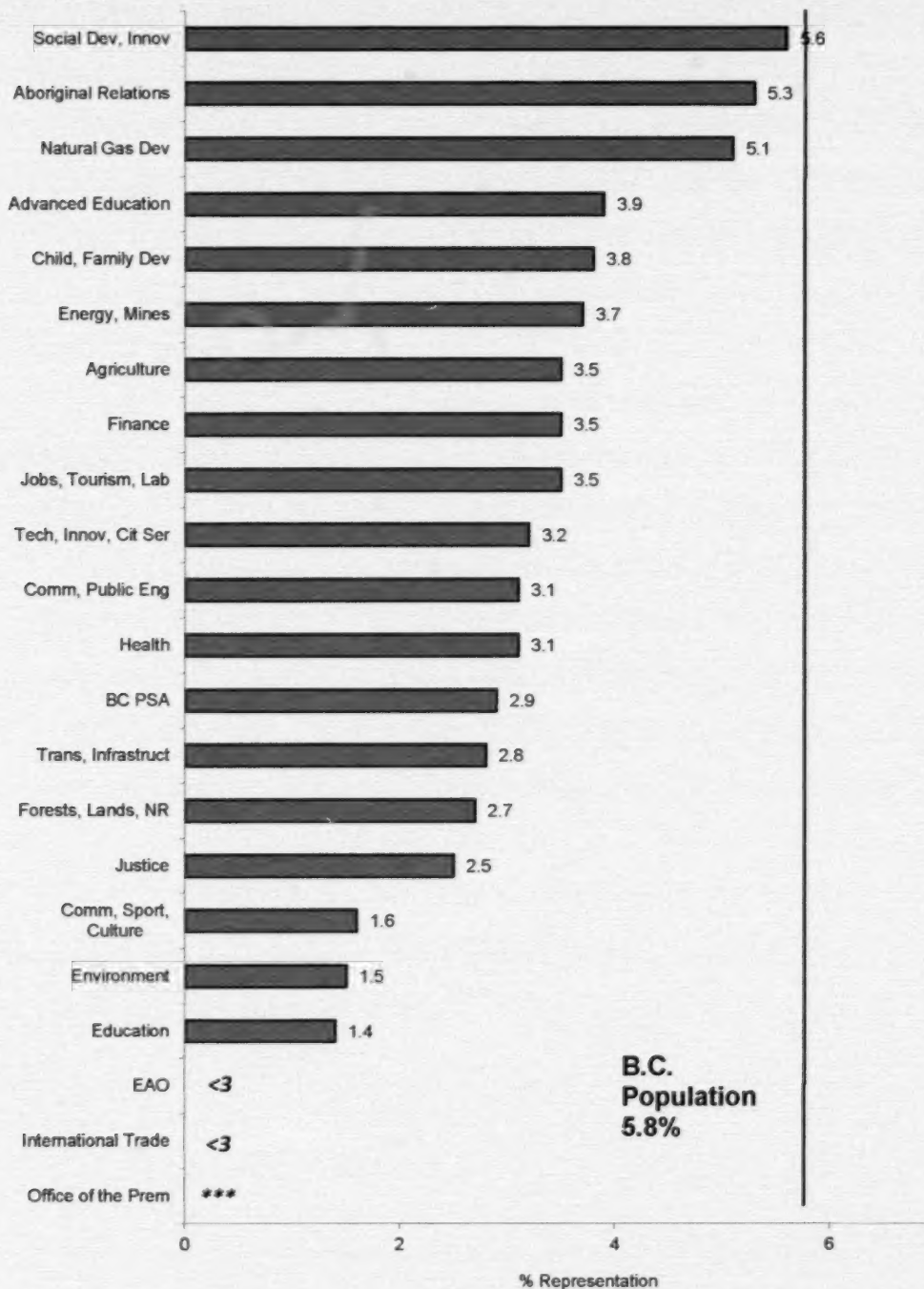


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*** Data suppressed; organization has too few employees to report.

BC Public Service Persons with Disabilities

% of regular employees who self-identified, by organization



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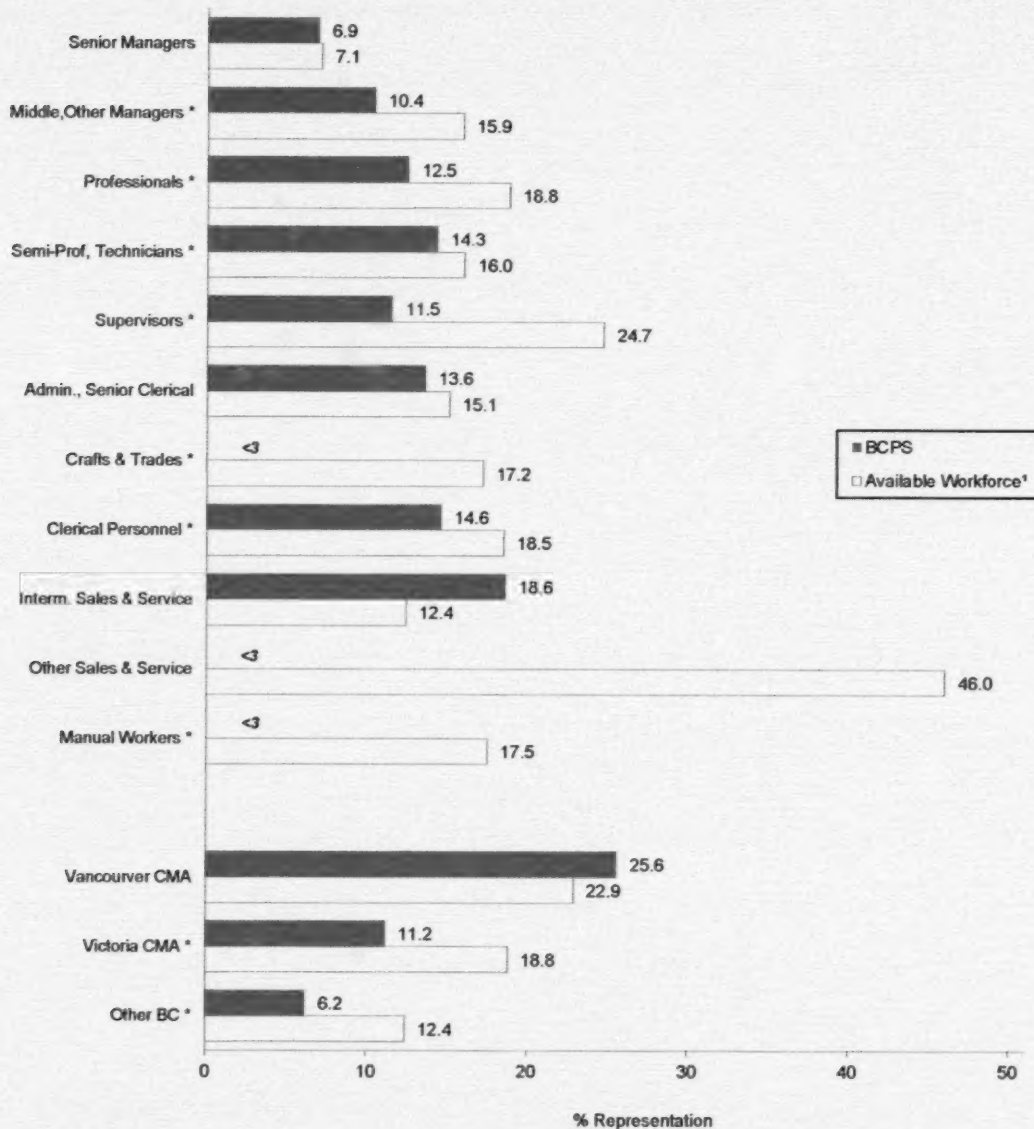
*** Data suppressed; organization has too few employees to report.

BC Public Service

Regular Employees

(current number of Regular Employees = 23,261)

Representation of Visible Minorities by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

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* Significant under-representation.

BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Regular Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Visible Minority	Non-Visible Minority	Total	Visible Minority As % of Total	Visible Minority As % of Total	Expected Number of Visible Minority	Shortfall of Visible Minority
Senior Managers	66	897	963	6.9	7.1		
Middle and Other Managers	197	1,697	1,894	10.4	15.9	301	104
Professionals	1,283	8,942	10,225	12.5	18.8	1,922	639
Semi-Professionals, Technicians	300	1,795	2,095	14.3	16.0	335	35
Supervisors	71	547	618	11.5	24.7	153	82
**Sub-Total	1,917	13,878	15,795	12.1	17.9	2,827	910
Administrative & Senior Clerical	200	1,276	1,476	13.6	15.1		
Crafts and Trades	<3	<3	44	<3	17.2		x
Clerical Personnel	541	3,165	3,706	14.6	18.5	686	145
Intermediate Sales & Service	410	1,791	2,201	18.6	12.4		
Other Sales & Service Personnel	<3	<3	6	<3	46.0		
Manual Workers	<3	<3	33	<3	17.5		x
Occupations Not Stated			0				
**Sub-Total	1,156	6,310	7,466	15.5	17.2	1,284	128
Total, All Occupations	3,073	20,188	23,261	13.2	17.6	4,094	1,021

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Visible Minority	Non-Visible Minority	Total	Visible Minority As % of Total	Visible Minority As % of Total	Expected Number of Visible Minority	Shortfall of Visible Minority
Vancouver CMA	1,547	4,494	6,041	25.6	22.9		
Victoria CMA	1,031	8,153	9,184	11.2	18.8	1,727	696
Other B.C. and Not Specified	495	7,541	8,036	6.2	12.4	996	501
Total B.C.	3,073	20,188	23,261	13.2	17.6	4,094	1,021

¹ The representation of visible minorities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where:
Expected Number = (Available Workforce Representation x Total in Occupation), and
Shortfall = Expected Number - Visible Minority.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Auxiliary Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Visible Minority	Non-Visible Minority	Total	Visible Minority As % of Total	Visible Minority As % of Total	Expected Number of Visible Minority	Shortfall of Visible Minority
Senior Managers	<3	<3	7	<3	8.2		
Middle and Other Managers	3	5	8	37.5	20.0		
Professionals	28	287	315	8.9	15.4	49	21
Semi-Professionals, Technicians	\$	\$	160	\$	12.0		x
Supervisors	<3	<3	3	<3	24.7		
**Sub-Total	42	451	493	8.5	14.2	70	28
Administrative & Senior Clerical	\$	\$	30	\$	15.6		
Crafts and Trades	<3	<3	1	<3	12.7		
Clerical Personnel	38	347	385	9.9	16.7	64	26
Intermediate Sales & Service	18	57	75	24.0	15.9		
Other Sales & Service Personnel	<3	<3	3	<3	52.4		
Manual Workers	<3	<3	25	<3	11.1		
Occupations Not Stated	<3	<3	15	<3	23.2		
**Sub-Total	60	474	534	11.2	16.6	89	29
Total, All Occupations	102	925	1,027	9.9	15.9	163	61

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Visible Minority	Non-Visible Minority	Total	Visible Minority As % of Total	Visible Minority As % of Total	Expected Number of Visible Minority	Shortfall of Visible Minority
Vancouver CMA	58	271	329	17.6	28.0	92	34
Victoria CMA	24	261	285	8.4	14.3	41	17
Other B.C. and Not Specified	20	393	413	4.8	9.5	39	19
Total B.C.	102	925	1,027	9.9	15.9	163	61

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BC Public Service

Representation by Occupation/Region Compared to the Available Workforce All Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Visible Minority	Non-Visible Minority	Total	Visible Minority As % of Total	Visible Minority As % of Total	Expected Number of Visible Minority	Shortfall of Visible Minority
Senior Managers	\$	\$	970	\$	7.1		
Middle and Other Managers	200	1,702	1,902	10.5	15.9	302	102
Professionals	1,311	9,229	10,540	12.4	18.7	1,971	660
Semi-Professionals, Technicians	\$	\$	2,255	\$	15.6		
Supervisors	\$	\$	621	\$	24.7		
**Sub-Total	1,959	14,329	16,288	12.0	17.8	2,899	940
Administrative & Senior Clerical	\$	\$	1,506	\$	15.1		
Crafts and Trades	<3	<3	45	<3	17.1		x
Clerical Personnel	579	3,512	4,091	14.2	18.3	749	170
Intermediate Sales & Service	428	1,848	2,276	18.8	12.5		
Other Sales & Service Personnel	<3	<3	9	<3	48.1		x
Manual Workers	<3	<3	58	<3	15.0		x
Occupations Not Stated	<3	<3	15	<3	23.2		
**Sub-Total	1,216	6,784	8,000	15.2	17.2	1,376	160
Total, All Occupations	3,175	21,113	24,288	13.1	17.5	4,250	1,075

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Visible Minority	Non-Visible Minority	Total	Visible Minority As % of Total	Visible Minority As % of Total	Expected Number of Visible Minority	Shortfall of Visible Minority
Vancouver CMA	1,605	4,765	6,370	25.2	23.2		
Victoria CMA	1,055	8,414	9,469	11.1	18.6	1,761	706
Other B.C. and Not Specified	515	7,934	8,449	6.1	12.2	1,031	516
Total B.C.	3,175	21,113	24,288	13.1	17.5	4,250	1,075

¹ The representation of visible minorities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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Shortfall = Expected Number - Visible Minority.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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BC Public Service

Flow Report, 2011 to 2013

		Regular			Auxiliary		
		Visible Minority	Non- Visible Minority	Total	Visible Minority	Non- Visible Minority	Total
Employed 2011		2,962	20,685	23,647	135	994	1,129
Employed 2013		3,073	20,188	23,261	102	925	1,027
Hiring							
Hired from Outside	Number	464	2,831	3,295	66	701	767
	% Share	14.1	85.9	100.0	8.6	91.4	100.0
Total New Hires to BC Public Service	Number	464	2,831	3,295	66	701	767
	% Share	14.1	85.9	100.0	8.6	91.4	100.0
Changed Status from Auxiliary to Regular ¹	Number	52	321	373			
	% Share	13.9	86.1	100.0			
Total New Regulars to BC Public Service	Number	516	3,152	3,668			
	% Share	14.1	85.9	100.0			
Separations							
Left BC Government	Number	476	3,602	4,078	51	421	472
	% Share	11.7	88.3	100.0	10.8	89.2	100.0
Total Separations	Number	476	3,602	4,078	51	421	472
	% Share	11.7	88.3	100.0	10.8	89.2	100.0
Changed Status from Auxiliary to Regular ¹	Number				52	321	373
	% Share				13.9	86.1	100.0
Total Flow out of Auxiliary	Number				103	742	845
	% Share				12.2	87.8	100.0
Promotions²							
Promoted Within Same Ministry	Number	369	2,469	2,838	\$	\$	20
	% Share	13.0	87.0	100.0	\$	\$	100.0
Promoted from Other Ministry	Number	96	515	611	<3	<3	8
	% Share	15.7	84.3	100.0	<3	<3	100.0
Total Promotions	Number	465	2,984	3,449	3	25	28
	% Share	13.5	86.5	100.0	10.7	89.3	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

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NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

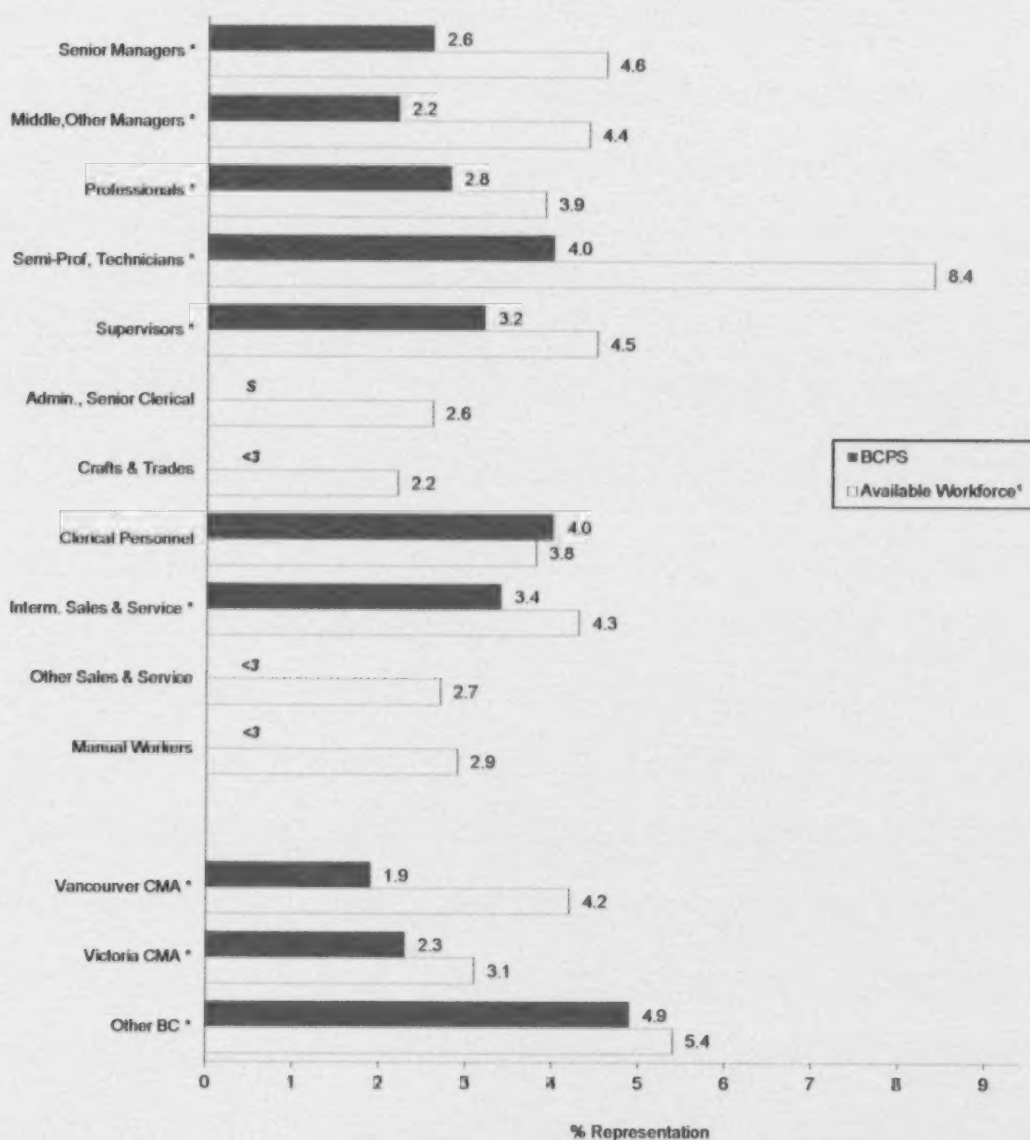
Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.

BC Public Service

Regular Employees

(current number of Regular Employees = 23,261)

Representation of Aboriginal Peoples by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

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BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Regular Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Senior Managers	25	938	963	2.6	4.6	44	19
Middle and Other Managers	42	1,852	1,894	2.2	4.4	83	41
Professionals	284	9,941	10,225	2.8	3.9	399	115
Semi-Professionals, Technicians	83	2,012	2,095	4.0	8.4	176	93
Supervisors	20	596	618	3.2	4.5	28	8
**Sub-Total	454	15,341	15,795	2.9	4.6	727	273
Administrative & Senior Clerical	3	3	1,476	3	2.6		
Crafts and Trades	<3	<3	44	<3	2.2		
Clerical Personnel	149	3,557	3,706	4.0	3.8		
Intermediate Sales & Service	74	2,127	2,201	3.4	4.3	95	21
Other Sales & Service Personnel	<3	<3	6	<3	2.7		
Manual Workers	<3	<3	33	<3	2.9		
Occupations Not Stated			0				
**Sub-Total	264	7,202	7,466	3.5	3.6		
Total, All Occupations	718	22,543	23,261	3.1	4.1	954	236

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Vancouver CMA	116	5,925	6,041	1.9	4.2	254	138
Victoria CMA	210	8,974	9,184	2.3	3.1	285	75
Other B.C. and Not Specified	392	7,644	8,036	4.9	5.4	434	42
Total B.C.	718	22,543	23,261	3.1	4.1	954	236

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BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Auxiliary Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Senior Managers	<3	<3	7	<3	3.1		
Middle and Other Managers	<3	<3	8	<3	2.2		
Professionals	13	302	315	4.1	5.4	17	4
Semi-Professionals, Technicians	5	5	160	5	6.7		x
Supervisors	<3	<3	3	<3	4.5		
**Sub-Total	18	475	493	3.7	5.8	29	11
Administrative & Senior Clerical	<3	<3	30	<3	2.7		
Crafts and Trades	<3	<3	1	<3	2.4		
Clerical Personnel	15	370	385	3.9	4.4		
Intermediate Sales & Service	<3	<3	75	<3	4.1		
Other Sales & Service Personnel	<3	<3	3	<3	2.3		
Manual Workers	<3	<3	25	<3	12.4		
Occupations Not Stated	<3	<3	15	<3	4.1		
**Sub-Total	18	516	534	3.4	4.4	23	5
Total, All Occupations	36	991	1,027	3.5	4.8	49	13

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Vancouver CMA	9	320	329	2.7	3.9	13	4
Victoria CMA	8	277	285	2.8	3.2		
Other B.C. and Not Specified	19	394	413	4.6	6.6	27	8
Total B.C.	36	991	1,027	3.5	4.8	49	13

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BC Public Service

Representation by Occupation/Region Compared to the Available Workforce All Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Senior Managers	\$	\$	970	\$	4.6		
Middle and Other Managers	\$	\$	1,902	\$	4.4		
Professionals	297	10,243	10,540	2.8	4.0	422	125
Semi-Professionals, Technicians	\$	\$	2,255	\$	8.2		
Supervisors	\$	\$	621	\$	4.5		
**Sub-Total	472	15,816	16,288	2.9	4.6	749	277
Administrative & Senior Clerical	\$	\$	1,506	\$	2.6		
Crafts and Trades	<3	<3	45	<3	2.2		
Clerical Personnel	164	3,927	4,091	4.0	3.8		
Intermediate Sales & Service	\$	\$	2,276	\$	4.3		
Other Sales & Service Personnel	<3	<3	9	<3	2.6		
Manual Workers	<3	<3	58	<3	6.5		x
Occupations Not Stated	<3	<3	15	<3	4.1		
**Sub-Total	282	7,718	8,000	3.5	3.7		
Total, All Occupations	754	23,534	24,288	3.1	4.2	1,020	266

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Aboriginal	Non-Aboriginal	Total	Aboriginal As % of Total	Aboriginal As % of Total	Expected Number of Aboriginal	Shortfall of Aboriginal
Vancouver CMA	125	6,245	6,370	2.0	4.2	268	143
Victoria CMA	218	9,251	9,469	2.3	3.1	294	76
Other B.C. and Not Specified	411	8,038	8,449	4.9	5.5	465	54
Total B.C.	754	23,534	24,288	3.1	4.2	1,020	266

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BC Public Service

Flow Report, 2011 to 2013

		Regular			Auxiliary		
		Aboriginal	Non-Aboriginal	Total	Aboriginal	Non-Aboriginal	Total
Employed 2011		729	22,918	23,647	46	1,083	1,129
Employed 2013		718	22,543	23,261	36	991	1,027
Hiring							
Hired from Outside	Number	98	3,197	3,295	27	740	767
	% Share	3.0	97.0	100.0	3.5	96.5	100.0
Total New Hires to BC Public Service	Number	98	3,197	3,295	27	740	767
	% Share	3.0	97.0	100.0	3.5	96.5	100.0
Changed Status from Auxiliary to Regular ¹	Number	11	362	373			
	% Share	2.9	97.1	100.0			
Total New Regulars to BC Public Service	Number	109	3,559	3,668			
	% Share	3.0	97.0	100.0			
Separations							
Left BC Government	Number	124	3,954	4,078	23	449	472
	% Share	3.0	97.0	100.0	4.9	95.1	100.0
Total Separations	Number	124	3,954	4,078	23	449	472
	% Share	3.0	97.0	100.0	4.9	95.1	100.0
Changed Status from Auxiliary to Regular ¹	Number				11	362	373
	% Share				2.9	97.1	100.0
Total Flow out of Auxiliary	Number				34	811	845
	% Share				4.0	96.0	100.0
Promotions²							
Promoted Within Same Ministry	Number	79	2,759	2,838	<3	<3	20
	% Share	2.8	97.2	100.0	<3	<3	100.0
Promoted from Other Ministry	Number	17	594	611	<3	<3	8
	% Share	2.8	97.2	100.0	<3	<3	100.0
Total Promotions	Number	96	3,353	3,449	<3	<3	28
	% Share	2.8	97.2	100.0	<3	<3	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

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NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts.

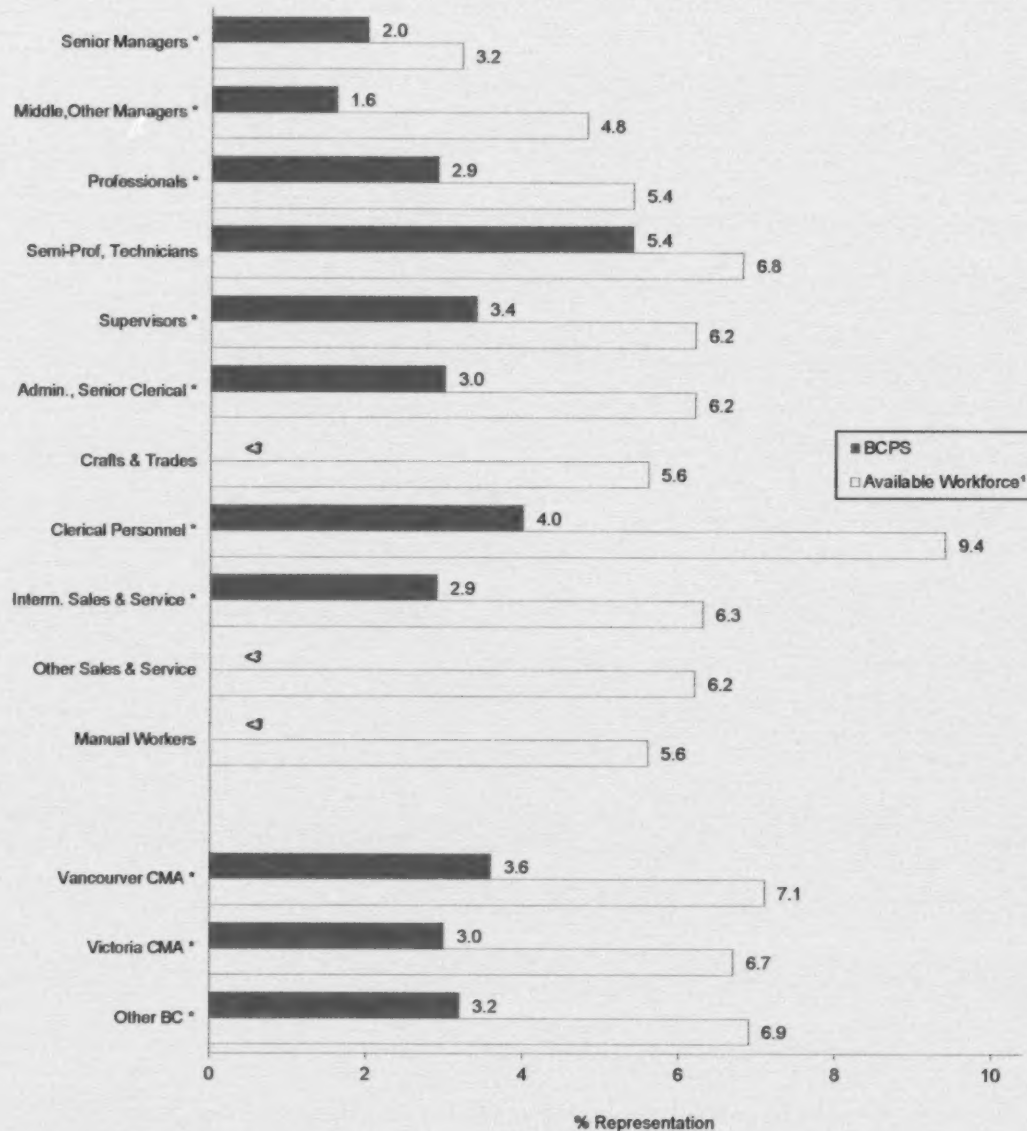
Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data will not match historical reports.

BC Public Service

Regular Employees

(current number of Regular Employees = 23,261)

Representation of Persons with Disabilities by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

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* Significant under-representation.

BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Regular Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Senior Managers	19	944	963	2.0	3.2	31	12
Middle and Other Managers	30	1,864	1,894	1.6	4.8	91	61
Professionals	301	9,924	10,225	2.9	5.4	552	251
Semi-Professionals, Technicians	114	1,981	2,095	5.4	6.8		
Supervisors	21	597	618	3.4	6.2	38	17
**Sub-Total	485	15,310	15,795	3.1	5.4	853	368
Administrative & Senior Clerical	45	1,431	1,476	3.0	6.2	92	47
Crafts and Trades	<3	<3	44	<3	5.6		
Clerical Personnel	149	3,557	3,706	4.0	9.4	348	199
Intermediate Sales & Service	63	2,138	2,201	2.9	6.3	139	76
Other Sales & Service Personnel	<3	<3	6	<3	6.2		
Manual Workers	<3	<3	33	<3	5.6		
Occupations Not Stated			0				
**Sub-Total	260	7,206	7,466	3.5	8.5	635	375
Total, All Occupations	745	22,516	23,261	3.2	6.9	1,605	860

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Vancouver CMA	215	5,826	6,041	3.6	7.1	429	214
Victoria CMA	276	8,908	9,184	3.0	6.7	615	339
Other B.C. and Not Specified	254	7,782	8,036	3.2	6.9	554	300
Total B.C.	745	22,516	23,261	3.2	6.9	1,605	860

¹ The representation of Persons with Disabilities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where:
 Expected Number = (Available Workforce Representation x Total in Occupation), and
 Shortfall = Expected Number - Visible Minority.
 Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

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 For all other suppressed data, it cannot be revealed whether or not the occupation is significantly under-represented.

BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Auxiliary Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Senior Managers	<3	<3	7	<3	3.2		
Middle and Other Managers	<3	<3	8	<3	4.8		
Professionals	5	310	315	1.6	5.3	17	12
Semi-Professionals, Technicians	5	5	160	5	6.8		
Supervisors	<3	<3	3	<3	6.2		
**Sub-Total	15	478	493	3.0	5.8	29	14
Administrative & Senior Clerical	<3	<3	30	<3	6.2		
Crafts and Trades	<3	<3	1	<3	5.6		
Clerical Personnel	5	5	385	5	9.4		x
Intermediate Sales & Service	<3	<3	75	<3	6.3		x
Other Sales & Service Personnel	<3	<3	3	<3	6.2		
Manual Workers	<3	<3	25	<3	5.6		
Occupations Not Stated	<3	<3	15	<3	6.2		
**Sub-Total	4	530	534	0.7	9.1	49	45
Total, All Occupations	19	1,008	1,027	1.9	8.1	83	64

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Vancouver CMA	11	318	329	3.3	7.9	26	15
Victoria CMA	3	282	285	1.1	8.2	23	20
Other B.C. and Not Specified	5	408	413	1.2	8.1	33	28
Total B.C.	19	1,008	1,027	1.9	8.1	83	64

¹ The representation of Persons with Disabilities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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BC Public Service

Representation by Occupation/Region Compared to the Available Workforce All Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Senior Managers	\$	\$	970	\$	3.2		
Middle and Other Managers	\$	\$	1,902	\$	4.8		
Professionals	306	10,234	10,540	2.9	5.4	569	263
Semi-Professionals, Technicians	\$	\$	2,255	\$	6.8		
Supervisors	\$	\$	621	\$	6.2		
**Sub-Total	500	15,788	16,288	3.1	5.5	896	396
Administrative & Senior Clerical	\$	\$	1,506	\$	6.2		
Crafts and Trades	<3	<3	45	<3	5.6		
Clerical Personnel	\$	\$	4,091	\$	9.4		
Intermediate Sales & Service	\$	\$	2,276	\$	6.3		
Other Sales & Service Personnel	<3	<3	9	<3	6.2		
Manual Workers	<3	<3	58	<3	5.6		
Occupations Not Stated	<3	<3	15	<3	6.2		
**Sub-Total	264	7,736	8,000	3.3	8.5	680	416
Total, All Occupations	764	23,524	24,288	3.1	6.9	1,676	912

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Disabled	Non-Disabled	Total	Disabled As % of Total	Disabled As % of Total	Expected Number of Disabled	Shortfall of Disabled
Vancouver CMA	226	6,144	6,370	3.5	7.1	452	226
Victoria CMA	279	9,190	9,469	2.9	6.8	644	365
Other B.C. and Not Specified	259	8,190	8,449	3.1	6.9	583	324
Total B.C.	764	23,524	24,288	3.1	6.9	1,676	912

¹ The representation of Persons with Disabilities in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Public Service, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Public Service.

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BC Public Service

Flow Report, 2011 to 2013

		Regular			Auxiliary		
		Disabled	Non-Disabled	Total	Disabled	Non-Disabled	Total
Employed 2011		823	22,824	23,647	26	1,103	1,129
Employed 2013		745	22,516	23,261	19	1,008	1,027
Hiring							
Hired from Outside	Number	76	3219	3295	10	757	767
	% Share	2.3	97.7	100.0	1.3	98.7	100.0
Total New Hires to BC Public Service	Number	76	3219	3295	10	757	767
	% Share	2.3	97.7	100.0	1.3	98.7	100.0
Changed Status from Auxiliary to Regular ¹	Number	12	361	373			
	% Share	3.2	96.8	100.0			
Total New Regulars to BC Public Service	Number	88	3580	3668			
	% Share	2.4	97.6	100.0			
Separations							
Left BC Government	Number	178	3900	4078	7	465	472
	% Share	4.4	95.6	100.0	1.5	98.5	100.0
Total Separations	Number	178	3900	4078	7	465	472
	% Share	4.4	95.6	100.0	1.5	98.5	100.0
Changed Status from Auxiliary to Regular ¹	Number				12	361	373
	% Share				3.2	96.8	100.0
Total Flow out of Auxiliary	Number				19	826	845
	% Share				2.2	97.8	100.0
Promotions							
Promoted Within Same Ministry	Number	66	2772	2838	<3	<3	20
	% Share	2.3	97.7	100.0	<3	<3	100.0
Promoted from Other Ministry	Number	17	594	611	<3	<3	8
	% Share	2.8	97.2	100.0	<3	<3	100.0
Total Promotions	Number	83	3366	3449	<3	<3	28
	% Share	2.4	97.6	100.0	<3	<3	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

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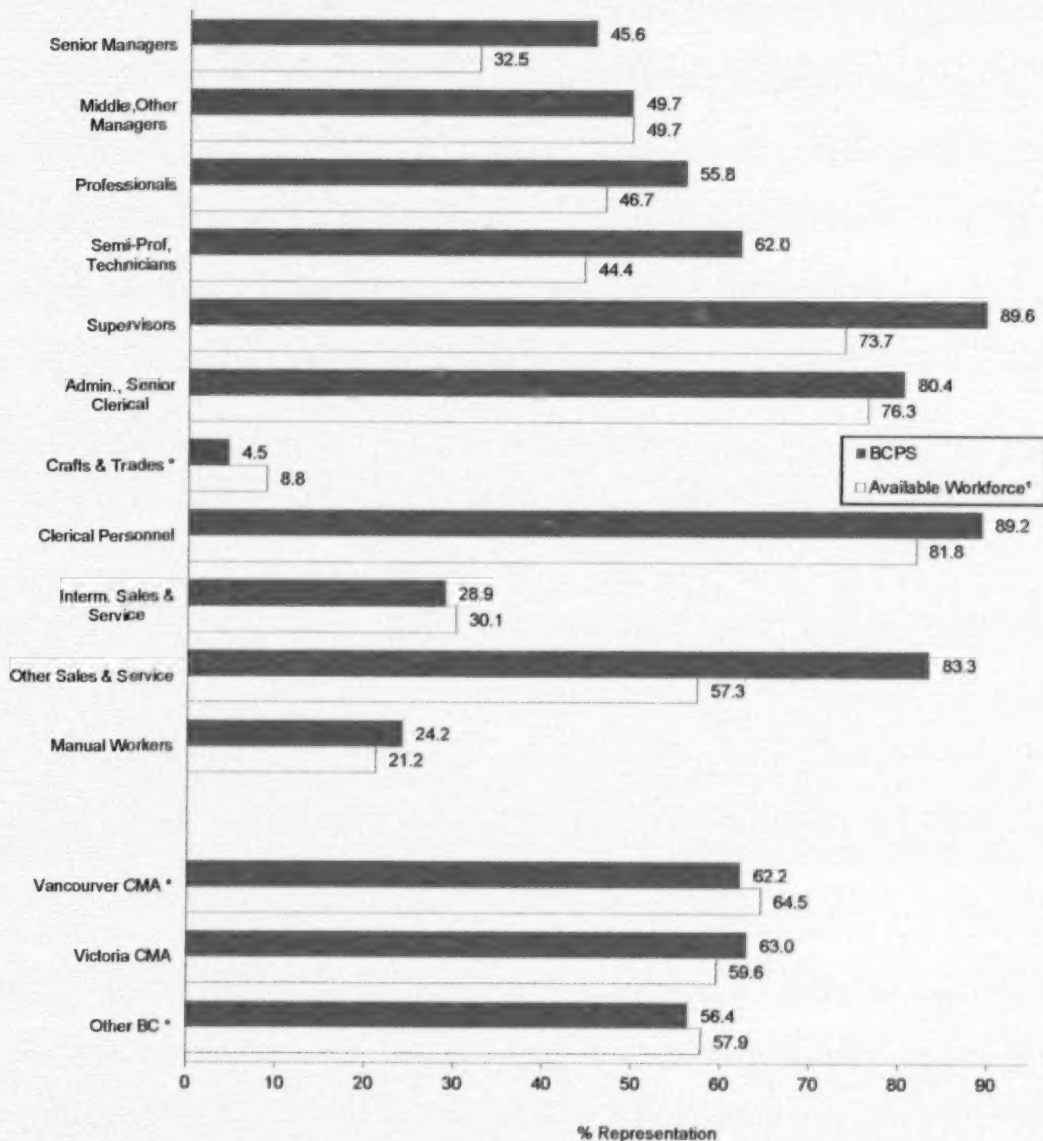
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BC Public Service

Regular Employees

(current number of Regular Employees = 23,261)

Representation of Women by Occupation/Region



¹ The representation of the target group in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

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* Significant under-representation.

BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Regular Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	439	524	963	45.6	32.5		
Middle and Other Managers	942	952	1,894	49.7	49.7		
Professionals	5,703	4,522	10,225	55.8	46.7		
Semi-Professionals, Technicians	1,299	796	2,095	62.0	44.4		
Supervisors	554	64	618	89.6	73.7		
**Sub-Total	8,937	6,858	15,795	56.6	46.8		
Administrative & Senior Clerical	1,186	290	1,476	80.4	76.3		
Crafts and Trades	2	42	44	4.5	8.8	4	2
Clerical Personnel	3,307	399	3,706	89.2	81.8		
Intermediate Sales & Service	636	1,565	2,201	28.9	30.1		
Other Sales & Service Personnel	5	1	6	83.3	57.3		
Manual Workers	8	25	33	24.2	21.2		
Occupations Not Stated			0				
**Sub-Total	5,144	2,322	7,466	68.9	75.4	5,629	485
Total, All Occupations	14,081	9,180	23,261	60.5	60.2		

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA	3,759	2,282	6,041	62.2	64.5	3,896	137
Victoria CMA	5,787	3,397	9,184	63.0	59.6		
Other B.C. and Not Specified	4,535	3,501	8,036	56.4	57.9	4,653	118
Total B.C.	14,081	9,180	23,261	60.5	60.2		

¹ The representation of women in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

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 Expected Number = (Available Workforce Representation x Total in Occupation), and
 Shortfall = Expected Number - Visible Minority.
 Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service

Representation by Occupation/Region Compared to the Available Workforce Auxiliary Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	1	6	7	14.3	26.7		
Middle and Other Managers	4	4	8	50.0	37.4		
Professionals	227	88	315	72.1	61.1		
Semi-Professionals, Technicians	86	74	160	53.8	34.4		
Supervisors	3	0	3	100.0	73.7		
**Sub-Total	321	172	493	65.1	50.9		
Administrative & Senior Clerical	20	10	30	66.7	79.2		
Crafts and Trades	0	1	1	0.0	2.2		
Clerical Personnel	319	66	385	82.9	82.5		
Intermediate Sales & Service	25	50	75	33.3	33.1		
Other Sales & Service Personnel	3	0	3	100.0	64.4		
Manual Workers	10	15	25	40.0	13.3		
Occupations Not Stated	9	6	15	60.0	48.2		
**Sub-Total	386	148	534	72.3	79.0	422	36
Total, All Occupations	707	320	1,027	68.8	70.4		

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA	236	93	329	71.7	74.0		
Victoria CMA	192	93	285	67.4	70.6		
Other B.C. and Not Specified	279	134	413	67.6	68.0		
Total B.C.	707	320	1,027	68.8	70.4		

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 Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service

Representation by Occupation/Region Compared to the Available Workforce All Employees

Occupation Group	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Senior Managers	440	530	970	45.4	32.5		
Middle and Other Managers	946	956	1,902	49.7	49.7		
Professionals	5,930	4,610	10,540	56.3	47.1		
Semi-Professionals, Technicians	1,385	870	2,255	61.4	43.5		
Supervisors	557	64	621	89.7	73.7		
**Sub-Total	9,258	7,030	16,288	56.8	46.9		
Administrative & Senior Clerical	1,206	300	1,506	80.1	76.4		
Crafts and Trades	2	43	45	4.4	8.7	4	2
Clerical Personnel	3,626	465	4,091	88.6	81.8		
Intermediate Sales & Service	661	1,615	2,276	29.0	30.2		
Other Sales & Service Personnel	8	1	9	88.9	59.6		
Manual Workers	18	40	58	31.0	18.2		
Occupations Not Stated	9	6	15	60.0	48.2		
**Sub-Total	5,530	2,470	8,000	69.1	75.6	6,048	518
Total, All Occupations	14,788	9,500	24,288	60.9	60.7		

Region	Government Representation				Available Workforce ¹	Regions with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
Vancouver CMA	3,995	2,375	6,370	62.7	65.1	4,147	152
Victoria CMA	5,979	3,490	9,469	63.1	60.0		
Other B.C. and Not Specified	4,814	3,635	8,449	57.0	58.6	4,951	137
Total B.C.	14,788	9,500	24,288	60.9	60.7		

¹ The representation of women in the BC Workforce in 2005 according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization, and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

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 Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service Flow Report, 2011 to 2013

		Regular			Auxiliary		
		Women	Men	Total	Women	Men	Total
Employed 2011		14,241	9,406	23,647	779	350	1,129
Employed 2013		14,081	9,180	23,261	707	320	1,027
Hiring							
Hired from Outside	Number	2124	1171	3295	541	226	767
	% Share	64.5	35.5	100.0	70.5	29.5	100.0
Total New Hires to BC Public Service	Number	2,124	1,171	3,295	541	226	767
	% Share	64.5	35.5	100.0	70.5	29.5	100.0
Changed Status from Auxiliary to Regular ¹	Number	262	111	373			
	% Share	70.2	29.8	100.0			
Total New Regulars to BC Public Service	Number	2,386	1,282	3,668			
	% Share	65.0	35.0	100.0			
Separations							
Left BC Government	Number	2,577	1,501	4,078	326	146	472
	% Share	63.2	36.8	100.0	69.1	30.9	100.0
Total Separations	Number	2,577	1,501	4,078	326	146	472
	% Share	63.2	36.8	100.0	69.1	30.9	100.0
Changed Status from Auxiliary to Regular ¹	Number				262	111	373
	% Share				70.2	29.8	100.0
Total Flow out of Auxiliary	Number				588	257	845
	% Share				69.6	30.4	100.0
Promotions²							
Promoted Within Same Ministry	Number	1,735	1,103	2,838	10	10	20
	% Share	61.1	38.9	100.0	50.0	50.0	100.0
Promoted from Other Ministry	Number	410	201	611	5	3	8
	% Share	67.1	32.9	100.0	62.5	37.5	100.0
Total Promotions	Number	2,145	1,304	3,449	15	13	28
	% Share	62.2	37.8	100.0	53.6	46.4	100.0

¹ Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry".

² A promotion occurs when an employee moves to a new job code that has a higher maximum rate of pay.

NOTE: Any Hiring or Separations that occurred due to government reorganization are not included in the flow counts. Employment data for previous periods may have been adjusted in order to reflect organizational changes. Where adjustments have been made, data may not match historical reports.

BC Public Service

Representation by Occupation, Compared to the Available Workforce
Regular Employees

	Government Representation				Available Workforce	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
SENIOR MANAGERS							
Applied Leadership	5	1	6	83.3	42.2		
Assistant Deputy Minister Bd A	2	4	6	33.3	42.2		
Assistant Deputy Minister Bd B	27	30	57	47.4	42.2		
Assistant Deputy Minister Bd C	10	14	24	41.7	42.2		
Assistant Deputy Minister Bd D	8	7	15	53.3	42.2		
Associate Deputy Minister	4	4	8	50.0	42.2		
Business Leadership	160	137	297	53.9	42.2		
Deputy Minister	8	15	23	34.8	42.2		
Management OIC Level 12	0	2	2	0.0	24.2		
Senior Executive Band A	3	9	12	25.0	42.2	5	2
Strategic Leadership	212	301	513	41.3	24.2		
***TOTAL	439	524	963	45.6	32.5		
MIDDLE & OTHER MANAGERS							
Applied Leadership	273	128	401	68.1	50.5		
Business Leadership	662	798	1,460	45.3	49.7	726	64
Crown Counsel Manager	4	25	29	13.8	42.0	12	8
Management Level 01	2	0	2	100.0	39.1		
Management Level 02	1	1	2	50.0	39.1		
***TOTAL	942	952	1,894	49.7	49.7		
PROFESSIONALS							
Administrative Officer 21-30	835	427	1,262	66.2	52.6		
Applied Leadership	414	202	616	67.2	60.6		
Archivist 21-27	7	2	9	77.8	66.7		
Articling Student	8	4	12	66.7	36.3		
Biologist	91	145	236	38.6	42.0		
Business Leadership	221	182	403	54.8	55.7		
Clinician	1	0	1	100.0	93.8		
Communications Officer 21-24	8	3	11	72.7	63.7		
Community Coroner	32	29	61	52.5	74.2	45	13
Crown Counsel	234	204	438	53.4	36.3		
Economist	27	43	70	38.6	36.1		
Editor	5	1	6	83.3	58.1		
Education Officer	40	20	60	66.7	67.8		
Financial Off (Tax Audit)	68	86	154	44.2	54.3		
Financial Officer 21-30	191	92	283	67.5	45.5		
Heritage Resources Off 21-30	5	1	6	83.3	61.9		
Information Systems 21-30	337	576	913	36.9	22.9		
Instructor (Corrections) 21-24	0	5	5	0.0	55.8	3	3
LSO—Designated Profssnl Eng	29	127	156	18.6	13.5		
LSO—Designtd Petroleum Geog	2	5	7	28.6	21.7		
Laboratory/Hlth Sci Off 21-30	17	4	21	81.0	23.6		
Lead Programmer Analyst	0	2	2	0.0	23.9		
Lead Systems Analyst	0	1	1	0.0	29.4		
Legal Counsel	133	98	231	57.6	36.3		
Librarian	8	0	8	100.0	84.8		
Lic Psychological Assoc	1	0	1	100.0	69.2		
Licensed Psychologist	38	17	55	69.1	69.2		
Licensed Sc Off Agrolgist	59	80	139	42.4	32.5		
Licensed Sc Off Engineer	18	41	59	30.5	14.1		
Licensed Sc Off Forester	129	394	523	24.7	14.6		
Licensed Sc Off Geologist	6	23	29	20.7	21.7		
Licensed Sc Off Other	56	60	116	48.3	22.7		
Nurse	13	1	14	92.9	93.9		
Nurse (ATL)	2	0	2	100	93.9		

BC Public Service

Representation by Occupation, Compared to the Available Workforce
Regular Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
PROFESSIONALS (cont.)							
Nurse (C)	45	8	53	84.9	93.3		
Nurse (H)	28	8	36	77.8	93.3		
Nutritionist	18	1	19	94.7	91.6		
Occupational Therapist	1	0	1	100.0	91.1		
Pharmacist	10	7	17	58.8	59.4		
Planning Officer	28	20	48	58.3	43.3		
Policy Analyst - Economics	6	7	13	46.2	46.0		
Policy Analyst - Finance	10	14	24	41.7	41.2		
Policy Analyst - Science	20	8	28	71.4	40.5		
Policy Analyst - Soc/Info/Hlth	58	22	80	72.5	65.2		
Programmer Analyst	0	2	2	0.0	23.9		
Psychologist	1	0	1	100.0	69.2		
Research Officer 21-30	79	70	149	53.0	58.6		
Salaried Physician	2	3	5	40.0	34.0		
Science Officer	0	3	3	0.0	27.8		
Scientific/Tech Off 21-30	343	891	1,234	27.8	31.1	384	41
Senior Application Developer	0	1	1	0.0	24.0		
Social Prog Off (CYMH)	212	56	268	79.1	80.4		
Social Prog Off 21-30	1,802	522	2,324	77.5	70.4		
Veterinary Leader	0	1	1	0.0	50.4		
Veterinary Specialist	5	3	8	62.5	50.4		
***TOTAL	5,703	4,522	10,225	55.8	46.7		
SEMI-PROFESSIONALS & TECHNICIANS							
Applied Leadership	3	1	4	75.0	41.8		
Business Leadership	1	9	10	10.0	13.2		
Child Care Counsellor	37	25	62	59.7	74.7		
Community Prog Off	7	3	10	70.0	74.7		
Community Prog Off (FAW)	708	155	863	82.0	74.7		
Community Prog Off (FMW)	40	5	45	88.9	74.7		
Community Prog Off (IA)	92	20	112	82.1	74.7		
Community Prog Officer (CWVS)	10	0	10	100.0	74.7		
Conservation Officer	7	114	121	5.8	22.9	28	21
Coordinator Of Volunteers	2	0	2	100.0	74.7		
Heritage Resources Off 13-18	1	0	1	100.0	56.8		
Information Systems 13-18	91	73	164	55.5	26.1		
Insp Mechan Mtr Vehicles	0	30	30	0.0	7.4	2	2
Instructor (Corrections) 18	6	12	18	33.3	58.8	11	5
Laboratory Assistant	9	0	9	100.0	84.5		
Paralegal	65	6	71	91.5	90.5		
Probation Interviewer	31	25	56	55.4	74.7	42	11
Safety Officer	3	1	4	75.0	37.2		
Scientific/Tech Off 11-18	149	285	434	34.3	21.9		
Social Prog Off 14	0	1	1	0.0	94.6		
Social Worker Assistant	19	1	20	95.0	74.7		
Tech Enforcement Officer 11-18	8	16	24	33.3	19.6		
Tech Enforcement Officer 21	7	13	20	35.0	19.6		
Training Consultant	3	1	4	75.0	78.4		
***TOTAL	1,299	796	2,095	62.0	44.4		
SUPERVISORS							
Clerk 14	528	63	591	89.3	73.7		
Clerk Stenographer 14	26	1	27	96.3	73.7		
***TOTAL	554	64	618	89.6	73.7		

BC Public Service

Representation by Occupation, Compared to the Available Workforce Regular Employees

	Government Representation				Available Workforce	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
ADMINISTRATIVE & SENIOR CLERICAL							
Administrative Officer 14-18	742	173	915	81.1	73.1		
Applied Leadership	32	21	53	60.4	87.9	47	15
Business Leadership	2	1	3	66.7	86.0		
Communications Officer 14-18	38	14	52	73.1	80.3		
Executive Administrative Asst	88	1	89	98.9	95.4		
Financial Officer 14-18	242	70	312	77.6	92.9	290	48
Judicial Admin Assistant	1	0	1	100.0	97.3		
Research Officer 13-18	13	10	23	56.5	86.0	20	7
Senior Executive Assistant	28	0	28	100.0	95.4		
***TOTAL	1,186	290	1,476	80.4	76.3		
CRAFTS & TRADES							
E10B JP Press Asst Multi Color	0	1	1	0.0	7.7		
E6 JP 2 Color Press Op To 54"	0	5	5	0.0	7.7		
Foreman	0	2	2	0.0	5.2		
Printing Operator	0	3	3	0.0	7.7		
Supervisor	2	4	6	33.3	37.1		
TJ Mechanic Hvy Vehicle & Eqpt	0	1	1	0.0	0.8		
TJ Mechanic Lt Vehicle & Eqpt	0	2	2	0.0	1.4		
TL Electronics Radio Commun	0	19	19	0.0	2.2		
TS Electronics Radio Commun	0	1	1	0.0	6.1		
TS Gardener	0	1	1	0.0	16.6		
TSS Electronics Radio Commun	0	3	3	0.0	6.1		
***TOTAL	2	42	44	4.5	8.8	4	2
CLERICAL PERSONNEL							
Administrative Support							
Clerk 9-11	2,028	218	2,246	90.3	81.2		
Clerk Stenographer 9-11	703	19	722	97.4	82.7		
Office Assistant	282	33	315	89.5	87.5		
Total, Administrative Support	3,013	270	3,283	91.8	82.1		
Applied Leadership	7	1	8	87.5	84.4		
Business Leadership	1	0	1	100.0	95.4		
Clerk Postal	16	41	57	28.1	49.5	28	12
Control Tower Operator	1	3	4	25.0	54.5		
Court Clerk	256	38	294	87.1	81.9		
Information Systems 7-11	4	1	5	80.0	84.0		
Stockworker	9	45	54	16.7	23.1	12	3
***TOTAL	3,307	399	3,706	89.2	81.8		
INTERMEDIATE SALES & SERVICE							
Admin Officer (AMI)	99	36	135	73.3	39.8		
Applied Leadership	6	2	8	75.0	37.7		
Business Leadership	14	19	33	42.4	39.8		
Commercial Transport Insp	32	119	151	21.2	39.8	60	28
Correctional Serv Growth - 18	350	861	1,211	28.9	29.9		
Correctional Service 21-27	58	150	208	27.9	29.9		
Deputy Sheriff 14-18	56	296	352	15.9	23.0	81	25
Deputy Sheriff 21-24	10	63	73	13.7	23.0	17	7
Deputy Sheriff Instructor	2	5	7	28.6	23.0		
Deputy Sheriff Sr Intel Of	3	4	7	42.9	23.0		
Food Production Services 11-18	3	2	5	60.0	27.8		
Health Care Worker	2	4	6	33.3	87.0	5	3
Insp Fire Commission Off	1	4	5	20.0	2.7		
***TOTAL	636	1,565	2,201	28.9	30.1		

BC Public Service

Representation by Occupation, Compared to the Available Workforce Regular Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
OTHER SALES & SERVICE							
Building Maintenance Wkr	0	1	1	0.0	21.4		
Food Production Services 7-9	5	0	5	100.0	64.4		
***TOTAL	5	1	6	83.3	57.3		
MANUAL WORKERS							
I2 JP Bindery	3	8	11	27.3	42.9	5	2
J2 Xerox Docutech	2	2	4	50.0	33.2		
Machine Operator	0	11	11	0.0	4.2		
Pre-Press Technician	3	3	6	50.0	26.7		
Utility Worker	0	1	1	0.0	9.7		
***TOTAL	8	25	33	24.2	21.2		
TOTAL, ALL CLASSIFICATIONS	14,081	9,180	23,261	60.5	60.2		

**** FOOTNOTES ****

¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where:

Expected Number = (Available Workforce Representation x Total in Occupation), and

Shortfall = Expected Number - Women.

Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service

Representation by Occupation, Compared to the Available Workforce Auxiliary Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
SENIOR MANAGERS							
Business Leadership	0	1	1	0.0	42.2		
Strategic Leadership	1	5	6	16.7	24.2		
***TOTAL	1	6	7	14.3	26.7		
MIDDLE & OTHER MANAGERS							
Applied Leadership	3	3	6	50.0	31.1		
Business Leadership	1	1	2	50.0	56.5		
***TOTAL	4	4	8	50.0	37.4		
PROFESSIONALS							
Administrative Officer 21-30	19	11	30	63.3	53.8		
Applied Leadership	4	3	7	57.1	50.1		
Biologist	1	3	4	25.0	42.0		
Business Leadership	0	3	3	0.0	27.4		
Community Coroner	3	2	5	60.0	74.2		
Crown Counsel	3	0	3	100.0	36.3		
Economist	0	1	1	0.0	36.1		
Financial Officer 21-30	1	0	1	100.0	39.4		
Information Systems 21-30	1	0	1	100.0	23.0		
Laboratory/Hlth Sci Off 21-30	1	0	1	100.0	23.6		
Legal Counsel	3	1	4	75.0	36.3		
Licensed Sc Off Agrologist	0	2	2	0.0	32.6		
Licensed Sc Off Forester	1	2	3	33.3	14.6		
Licensed Sc Off Geologist	1	2	3	33.3	21.7		
Licensed Sc Off Other	1	1	2	50.0	20.6		
Nurse (C)	5	0	5	100.0	93.9		
Nurse (H)	18	7	25	72.0	93.9	23	5
Nutritionist	7	0	7	100.0	91.6		
Occupational Therapist	1	0	1	100.0	91.1		
Pharmacist	1	0	1	100.0	59.4		
Planning Officer	0	2	2	0.0	43.3		
Policy Analyst - Soc/Info/Hlth	0	2	2	0.0	65.1		
Psychologist	2	0	2	100.0	69.3		
Research Officer 21-30	4	2	6	66.7	58.2		
Scientific/Tech Off 21-30	12	16	28	42.9	31.0		
Social Prog Off (CYMH)	14	2	16	87.5	80.4		
Social Prog Off 21-30	124	26	150	82.7	73.1		
***TOTAL	227	88	315	72.1	61.1		
SEMI-PROFESSIONALS & TECHNICIANS							
Child Care Counsellor	13	6	19	68.4	74.7		
Community Prog Off	2	0	2	100.0	74.7		
Community Prog Off (FAW)	2	1	3	66.7	74.7		
Community Prog Officer (CVWS)	1	0	1	100.0	74.7		
Forest Technician	2	2	4	50.0	19.6		
Information Systems 13-18	1	0	1	100.0	26.1		
LSO Precicensed Student	1	0	1	100.0	24.3		
Laboratory Assistant	4	3	7	57.1	84.5	6	2
Paralegal	1	0	1	100.0	90.5		
Probation Interviewer	21	12	33	63.6	74.7		
Scientific/Tech Off 11-18	29	47	76	38.2	20.3		
Social Worker Assistant	6	0	6	100.0	74.7		
Tech Enforcement Officer 11-18	3	3	6	50.0	38.3		
***TOTAL	86	74	160	53.8	34.4		

BC Public Service

Representation by Occupation, Compared to the Available Workforce
Auxiliary Employees

	Government Representation				Available Workforce	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
SUPERVISORS							
Clerk 14	3	0	3	100.0	73.7		
***TOTAL	3	0	3	100.0	73.7		
ADMINISTRATIVE & SENIOR CLERICAL							
Administrative Officer 14-18	5	6	11	45.5	73.9	8	3
Applied Leadership	1	0	1	100.0	86.0		
Communications Officer 14-18	5	0	5	100.0	80.3		
Executive Administrative Asst	1	0	1	100.0	95.4		
Financial Officer 14-18	6	4	10	60.0	92.9	9	3
Research Officer 13-18	1	0	1	100.0	86.0		
Senior Executive Assistant	1	0	1	100.0	95.4		
***TOTAL	20	10	30	66.7	79.2		
CRAFTS & TRADES							
TL Electronics Radio Commun	0	1	1	0.0	2.2		
***TOTAL	0	1	1	0.0	2.2		
CLERICAL PERSONNEL							
Administrative Support							
Clerk 9-11	165	31	196	84.2	81.2		
Clerk Stenographer 9-11	41	2	43	95.3	82.7		
Office Assistant	83	3	86	96.5	88.6		
Total, Administrative Support	289	36	325	88.9	83.4		
Clerk Postal	10	19	29	34.5	53.0	15	5
Control Tower Operator	1	4	5	20.0	54.5	3	2
Court Clerk	18	0	18	100.0	81.9		
Information Systems 7-11	1	2	3	33.3	84.0	3	2
Stockworker	0	5	5	0.0	23.1		
***TOTAL	319	66	385	82.9	82.5		
INTERMEDIATE SALES & SERVICE							
Correctional Serv Growth - 18	22	31	53	41.5	29.9		
Deputy Sheriff 14-18	1	11	12	8.3	23.0	3	2
Health Care Worker	2	5	7	28.6	87.0	6	4
Insp Fire Commission Off	0	3	3	0.0	2.7		
***TOTAL	25	50	75	33.3	33.1		
OTHER SALES & SERVICE							
Food Production Services 7-9	3	0	3	100.0	64.4		
***TOTAL	3	0	3	100.0	64.4		
MANUAL WORKERS							
Park Assistant 07-11	10	15	25	40.0	13.3		
***TOTAL	10	15	25	40.0	13.3		
OCCUPATIONS NOT STATED							
Aboriginal Youth Intern Prog	1	0	1	100.0	48.2		
Coop Education Train Progm	6	6	12	50.0	48.2		
Public Serv Internship Pro (AS)	2	0	2	100.0	48.2		
***TOTAL	9	6	15	60.0	48.2		

BC Public Service

Representation by Occupation, Compared to the Available Workforce Auxiliary Employees

	Government Representation				Available Workforce	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
TOTAL, ALL CLASSIFICATIONS	707	320	1,027	68.8	70.4		

**** FOOTNOTES ****

¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where:
Expected Number = (Available Workforce Representation x Total in Occupation), and
Shortfall = Expected Number - Women.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service

Representation by Occupation, Compared to the Available Workforce
All Employees

	Government Representation				Available Workforce	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
SENIOR MANAGERS							
Applied Leadership	5	1	6	83.3	42.2		
Assistant Deputy Minister Bd A	2	4	6	33.3	42.2		
Assistant Deputy Minister Bd B	27	30	57	47.4	42.2		
Assistant Deputy Minister Bd C	10	14	24	41.7	42.2		
Assistant Deputy Minister Bd D	8	7	15	53.3	42.2		
Associate Deputy Minister	4	4	8	50.0	42.2		
Business Leadership	160	138	298	53.7	42.2		
Deputy Minister	8	15	23	34.8	42.2		
Management OIC Level 12	0	2	2	0.0	24.2		
Senior Executive Band A	3	9	12	25.0	42.2	5	2
Strategic Leadership	213	306	519	41.0	24.2		
***TOTAL	440	530	970	45.4	32.5		
MIDDLE & OTHER MANAGERS							
Applied Leadership	276	131	407	67.8	50.2		
Business Leadership	663	799	1,462	45.3	49.7	727	64
Crown Counsel Manager	4	25	29	13.8	42.0	12	8
Management Level 01	2	0	2	100.0	39.1		
Management Level 02	1	1	2	50.0	39.1		
***TOTAL	946	956	1,902	49.7	49.7		
PROFESSIONALS							
Administrative Officer 21-30	854	438	1,292	66.1	52.7		
Applied Leadership	418	205	623	67.1	60.5		
Archivist 21-27	7	2	9	77.8	66.7		
Articling Student	8	4	12	66.7	36.3		
Biologist	92	148	240	38.3	42.0		
Business Leadership	221	185	406	54.4	55.5		
Clinician	1	0	1	100.0	93.8		
Communications Officer 21-24	8	3	11	72.7	63.7		
Community Coroner	35	31	66	53.0	74.2	49	14
Crown Counsel	237	204	441	53.7	36.3		
Economist	27	44	71	38.0	36.1		
Editor	5	1	6	83.3	58.1		
Education Officer	40	20	60	66.7	67.8		
Financial Off (Tax Audit)	68	86	154	44.2	54.3		
Financial Officer 21-30	192	92	284	67.6	45.5		
Heritage Resources Off 21-30	5	1	6	83.3	61.9		
Information Systems 21-30	338	576	914	37.0	22.9		
Instructor (Corrections) 21-24	0	5	5	0.0	55.8	3	3
LSO-Designated Professi Eng	29	127	156	18.6	13.5		
LSO-Designatd Petroleum Geog	2	5	7	28.6	21.7		
Laboratory/Hlth Sci Off 21-30	18	4	22	81.8	23.6		
Lead Programmer Analyst	0	2	2	0.0	23.9		
Lead Systems Analyst	0	1	1	0.0	29.4		
Legal Counsel	136	99	235	57.9	36.3		
Librarian	8	0	8	100.0	84.8		
Lic Psychological Assoc	1	0	1	100.0	69.2		
Licensed Psychologist	38	17	55	69.1	69.2		
Licensed Sc Off Agrologist	59	82	141	41.8	32.5		
Licensed Sc Off Engineer	18	41	59	30.5	14.1		
Licensed Sc Off Forester	130	396	526	24.7	14.6		
Licensed Sc Off Geologist	7	25	32	21.9	21.7		
Licensed Sc Off Other	57	61	118	48.3	22.6		
Nurse	13	1	14	92.9	93.9		
Nurse (ATL)	2	0	2	100	93.9		

BC Public Service

Representation by Occupation, Compared to the Available Workforce

All Employees

	Government Representation				Available Workforce	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
PROFESSIONALS (cont.)							
Nurse (C)	50	8	58	86.2	93.4		
Nurse (H)	46	15	61	75.4	93.5		
Nutritionist	25	1	26	96.2	91.6		
Occupational Therapist	2	0	2	100.0	91.1		
Pharmacist	11	7	18	61.1	59.4		
Planning Officer	28	22	50	56.0	43.3		
Policy Analyst - Economics	6	7	13	46.2	46.0		
Policy Analyst - Finance	10	14	24	41.7	41.2		
Policy Analyst - Science	20	8	28	71.4	40.5		
Policy Analyst - Soc/Info/Hlth	58	24	82	70.7	65.2		
Programmer Analyst	0	2	2	0.0	23.9		
Psychologist	3	0	3	100.0	69.2		
Research Officer 21-30	83	72	155	53.5	58.6		
Salaried Physician	2	3	5	40.0	34.0		
Science Officer	0	3	3	0.0	27.8		
Scientific/Tech Off 21-30	355	907	1,262	28.1	31.1	392	37
Senior Application Developer	0	1	1	0.0	24.0		
Social Prog Off (CYMH)	226	58	284	79.6	80.4		
Social Prog Off 21-30	1,926	548	2,474	77.8	70.5		
Veterinary Leader	0	1	1	0.0	50.4		
Veterinary Specialist	5	3	8	62.5	50.4		
***TOTAL	5,930	4,610	10,540	56.3	47.1		
SEMI-PROFESSIONALS & TECHNICIANS							
Applied Leadership	3	1	4	75.0	41.8		
Business Leadership	1	9	10	10.0	13.2		
Child Care Counsellor	50	31	81	61.7	74.7		
Community Prog Off	9	3	12	75.0	74.7		
Community Prog Off (FAW)	710	156	866	82.0	74.7		
Community Prog Off (FMW)	40	5	45	88.9	74.7		
Community Prog Off (IA)	92	20	112	82.1	74.7		
Community Prog Officer (CVWS)	11	0	11	100.0	74.7		
Conservation Officer	7	114	121	5.8	22.9	28	21
Coordinator Of Volunteers	2	0	2	100.0	74.7		
Forest Technician	2	2	4	50.0	19.6		
Heritage Resources Off 13-18	1	0	1	100.0	56.8		
Information Systems 13-18	92	73	165	55.8	26.1		
Insp Mechan Mtr Vehicles	0	30	30	0.0	7.4	2	2
Instructor (Corrections) 18	6	12	18	33.3	58.8	11	5
LSO Prelicensed Student	1	0	1	100.0	24.3		
Laboratory Assistant	13	3	16	81.3	84.5		
Paralegal	66	6	72	91.7	90.5		
Probation Interviewer	52	37	89	58.4	74.7	66	14
Safety Officer	3	1	4	75.0	37.2		
Scientific/Tech Off 11-18	178	332	510	34.9	21.6		
Social Prog Off 14	0	1	1	0.0	94.6		
Social Worker Assistant	25	1	26	96.2	74.7		
Tech Enforcement Officer 11-18	11	19	30	36.7	23.4		
Tech Enforcement Officer 21	7	13	20	35.0	19.6		
Training Consultant	3	1	4	75.0	78.4		
***TOTAL	1,385	870	2,255	61.4	43.5		
SUPERVISORS							
Clerk 14	531	63	594	89.4	73.7		
Clerk Stenographer 14	26	1	27	96.3	73.7		
***TOTAL	557	64	621	89.7	73.7		

BC Public Service

Representation by Occupation, Compared to the Available Workforce All Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
ADMINISTRATIVE & SENIOR CLERICAL							
Administrative Officer 14-18	747	179	926	80.7	73.2		
Applied Leadership	33	21	54	61.1	87.9	47	14
Business Leadership	2	1	3	66.7	86.0		
Communications Officer 14-18	43	14	57	75.4	80.3		
Executive Administrative Asst	89	1	90	98.9	95.4		
Financial Officer 14-18	248	74	322	77.0	92.9	299	51
Judicial Admin Assistant	1	0	1	100.0	97.3		
Research Officer 13-18	14	10	24	58.3	86.0	21	7
Senior Executive Assistant	29	0	29	100.0	95.4		
***TOTAL	1,206	300	1,506	80.1	76.4		
CRAFTS & TRADES							
E10B JP Press Asst Multi Color	0	1	1	0.0	7.7		
E6 JP 2 Color Press Op To 54"	0	5	5	0.0	7.7		
Foreman	0	2	2	0.0	5.2		
Printing Operator	0	3	3	0.0	7.7		
Supervisor	2	4	6	33.3	37.1		
TJ Mechanic Hvy Vehicle & Eqpt	0	1	1	0.0	0.8		
TJ Mechanic Lt Vehicle & Eqpt	0	2	2	0.0	1.4		
TL Electronics Radio Commun	0	20	20	0.0	2.2		
TS Electronics Radio Commun	0	1	1	0.0	6.1		
TS Gardener	0	1	1	0.0	16.6		
TSS Electronics Radio Commun	0	3	3	0.0	6.1		
***TOTAL	2	43	45	4.4	8.7	4	2
CLERICAL PERSONNEL							
Administrative Support							
Clerk 9-11	2,193	249	2,442	89.8	81.2		
Clerk Stenographer 9-11	744	21	765	97.3	82.7		
Office Assistant	365	36	401	91.0	87.7		
Total, Administrative Support	3,302	306	3,608	91.5	82.2		
Applied Leadership	7	1	8	87.5	84.4		
Business Leadership	1	0	1	100.0	95.4		
Clerk Postal	26	60	86	30.2	50.7	44	18
Control Tower Operator	2	7	9	22.2	54.5	5	3
Court Clerk	274	38	312	87.8	81.9		
Information Systems 7-11	5	3	8	62.5	84.0	7	2
Stockworker	9	50	59	15.3	23.1	14	5
***TOTAL	3,626	465	4,091	88.6	81.8		
INTERMEDIATE SALES & SERVICE							
Admin Officer (AMI)	99	36	135	73.3	39.8		
Applied Leadership	6	2	8	75.0	37.7		
Business Leadership	14	19	33	42.4	39.8		
Commercial Transport Insp	32	119	151	21.2	39.8	60	28
Correctional Serv Growth - 18	372	892	1,264	29.4	29.9		
Correctional Service 21-27	58	150	208	27.9	29.9		
Deputy Sheriff 14-18	57	307	364	15.7	23.0	84	27
Deputy Sheriff 21-24	10	63	73	13.7	23.0	17	7
Deputy Sheriff Instructor	2	5	7	28.6	23.0		
Deputy Sheriff Sr Intel Of	3	4	7	42.9	23.0		
Food Production Services 11-18	3	2	5	60.0	27.8		
Health Care Worker	4	9	13	30.8	87.0	11	7
Insp Fire Commission Off	1	7	8	12.5	2.7		
***TOTAL	661	1,615	2,276	29	30.2		

BC Public Service

Representation by Occupation, Compared to the Available Workforce All Employees

	Government Representation				Available Workforce ¹	Occupations with Significant Under-Representation ²	
	Women	Men	Total	Women As % of Total	Women As % of Total	Expected Number of Women	Shortfall of Women
OTHER SALES & SERVICE							
Building Maintenance Wkr	0	1	1	0.0	21.4		
Food Production Services 7-9	8	0	8	100.0	64.4		
***TOTAL	8	1	9	88.9	59.6		
MANUAL WORKERS							
I2 JP Bindery	3	8	11	27.3	42.9	5	2
J2 Xerox Docutech	2	2	4	50.0	33.2		
Machine Operator	0	11	11	0.0	4.2		
Park Assistant 07-11	10	15	25	40.0	13.3		
Pre-Press Technician	3	3	6	50.0	26.7		
Utility Worker	0	1	1	0.0	9.7		
***TOTAL	18	40	58	31.0	18.2		
OCCUPATIONS NOT STATED							
Aboriginal Youth Intern Prog	1	0	1	100.0	48.2		
Coop Education Train Progm	6	6	12	50.0	48.2		
Public Serv Intrnship Pro (AS)	2	0	2	100.0	48.2		
***TOTAL	9	6	15	60.0	48.2		
TOTAL, ALL CLASSIFICATIONS	14,788	9,500	24,288	60.9	60.7		

**** FOOTNOTES ****

¹ The representation of women in the BC Workforce according to Statistics Canada's 2006 Census. The "Available Workforce" is adjusted in accordance with the occupational distribution of jobs within the Organization and the geographic area from which recruitment is carried out, in order to reflect the "available" workforce to the Organization.

² Shortfall numbers are only shown when the shortfall is equal to or greater than 30 employees or 20% of the expected number, where:
Expected Number = (Available Workforce Representation x Total in Occupation), and
Shortfall = Expected Number - Women.
Shortfall must be at least 2 to be considered a "significantly under-represented" occupation.

BC Public Service

Overall Response Rate to Workforce Profile Questions*



* Either through the Workplace Environment Survey or the Workforce Profile Survey